

BAKERY, CONFECTIONERY, TOBACCO WORKERS AND GRAIN MILLERS INTERNATIONAL UNION

MAY/
JUNE 2013

BCTGM *News*

VOLUME 15
NUMBER 3

ATTACK on NLRB



WORST since 1930S



the PRESIDENT'S MESSAGE

WORKERS Paying a HEAVY PRICE for CORPORATE ABUSE of Bankruptcy Laws

When I began my career in the labor movement 40 years ago, corporate bankruptcy was a rare occurrence. At that time, corporations traditionally took every step possible to avoid filing for bankruptcy because it meant failure and resulted in enormous hardship for all parties affected – workers, managers and the community. For the top executives involved, it was a dark stain on their careers.

Today, the situation is far different. In the corporate world, bankruptcy no longer carries the stigma of failure. Concern for the company, its employees and the community has been replaced by unmitigated greed on the part of corporate executives.

In the last decade, more and more corporate executives have turned the bankruptcy process into a cash cow for themselves and a weapon used to drastically reduce workers' wages, pensions and health care. The human hardship and disrupted lives resulting from this abuse of the bankruptcy process have been experienced in a wide range of U.S. industries, most of which are highly unionized.

Employer misuse of the bankruptcy process is facilitated by courts that have watered down the standards for employer rejection of collective bargaining agreements and termination of health care and pension benefits. Employers are therefore left with just a handful of mechanical steps to take in order to break longstanding contractual obligations to their active and retired workers.

Moreover, the very same courts that sanction the rejection of collective bargaining contracts, slashing of wages and termination of health care and pension benefits have shown an easy willingness to approve highly lucrative executive retention and compensation packages based on the faulty logic that the very same people responsible for leading the company into bankruptcy are crucial to achieving a "successful reorganization."

Because of the tragedy and travesty of the Hostess Brands demise, the BCTGM and our Hostess members know all too well the devastating impact on lives and families brought about when corporate executives abuse the bankruptcy process.

For all of their hard work and sacrifice, our members were confronted with court-sanctioned imposition of the company's disgraceful contract offering poverty-level wages, no pension, substandard health insurance with high out-of-pocket costs to the workers and work rule changes that would have most assuredly left our Hostess members as part-time employees.

Our members refused to be victimized any longer by this company and its greedy managers, \$1,100 an hour corporate attorneys and a bankruptcy system that punishes good, hard working men and women and rewards failed

"Th(e) misuse of bankruptcy threatens the hard-won living standards of America's working families and requires restoration of fairness and balance in the bankruptcy process through comprehensive reform of the bankruptcy laws."

– AFL-CIO Executive Council Statement, August, 2006

executives, wealthy bankers and Wall Street hedge fund and private equity rip-off artists.


For the better part of a decade, the AFL-CIO and its affiliates have championed comprehensive bankruptcy reform that will restore fairness and balance to the system

by: putting workers' wage and compensation claims ahead of those of all other creditors; more effectively protecting workers' pension and health care benefits; making it significantly more difficult for bankruptcy courts to abrogate union contracts and ensuring that executives do no better than ordinary workers in bankruptcy.

The need for legitimate, effective bankruptcy reform legislation becomes more urgent by the day. Sadly, in late May a federal court ruled that thousands of active and retired Union Brothers and Sisters in the United Mine Workers working at Patriot Coal Company were to become the latest victims of the vicious corporate shell game that bankruptcy has become.

We are well aware that the enactment of effective bankruptcy reform legislation will be a long and very difficult fight. The BCTGM has taken on wealthy corporations, Wall Street and the big banks before. We will proudly join the rest of the labor movement in doing so again in order to protect our contracts and our members' hard-earned wages, pension and health benefits.

David B. Durkee
BCTGM International President


Official Publication of the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union
10401 Connecticut Avenue, Kensington, Maryland 20895-3961
(301) 933-8600
www.bctgm.org

CALM Coalition of Labor Media
ACPS Association of Communications Professionals

David B. Durkee, Editor
Corrina A. Christensen, Assistant Editor

BCTGM General Executive Board
President David B. Durkee • **Secretary-Treasurer** Steve Bertelli
Vice Presidents Jethro Head • Sean Kelly • Arthur Montminy
Robert Oakley • James Rivers • Randy Roark

BCTGM General Executive Board Members
Joyce Alston • Thomas Bingler • Edward Burpo • Butch Henley
Johnny Jackson • Paul LaBuda • Terry Lansing • Richard Lewis
Vester Newsome • Ron Piercey • William Shadbolt
Paula Steig • Doyle Townson

BCTGM News (ISSN 1525-4860) is published bi-monthly by the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union, 10401 Connecticut Avenue, Kensington, MD 20895-3961. Periodicals postage paid at Kensington, MD and at additional mailing offices. Subscription to new members only. Postmaster: Send address changes to BCTGM News, 10401 Connecticut Avenue, Kensington, MD 20895-3961.

BCTGM Members Protest **INTERNATIONAL LABOR RIGHTS ABUSES** at Mondelēz



▲ BCTGM L. 1 members protest outside the Mondelēz shareholders meeting in Chicago.

At the Mondelēz (formerly Kraft Foods) shareholder meeting on May 21 near Chicago, the IUF and the BCTGM raised concerns about human rights abuses in the company's overseas operations. The IUF is an international union body representing food workers world-wide.

Many Mondelēz-branded cookies and crackers are produced by BCTGM members including Oreo, Chips Ahoy, Ritz, and Triscuit. In North America, some 3,500 Mondelēz International workers are represented by the BCTGM, which is a member of the IUF. BCTGM Locals 1 and 300 represent nearly 1,000 Mondelēz workers in the Chicago area.

The IUF has launched a world-wide Screamdelez campaign to hold Mondelēz accountable to international human rights standards. Ron Oswald, general secretary of the IUF, spoke directly to shareholders at the meeting because Mondelēz corporate management refuses to acknowledge evidence of these abuses.

"In both Tunisia and Egypt, Mondelēz has attempted to squash independent and democratic union representation by firing union leaders. It has refused to bargain in good faith with its workers. These workers are seeking the same universal human rights that employees of Mondelēz have elsewhere, including here in the United States," Oswald said.

BCTGM Local 1 Secretary-Treasurer John Howard expressed solidarity with workers in Tunisia and Egypt who have faced termination for exercising their right to join a union. "Mondelēz ought to be a leader in countries like Egypt where people have risked their lives for democracy. In a democracy, companies respect the rights of their employees to form a union and have a voice in their workplace,"

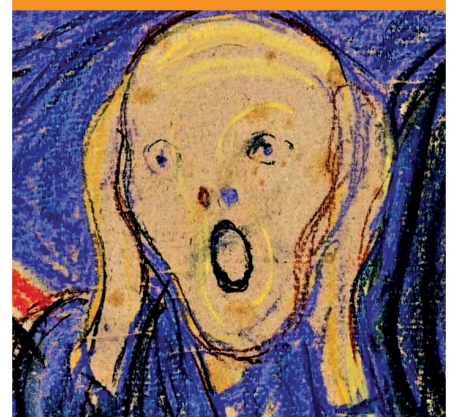
Howard told shareholders.

Last year in Egypt, workers at the Cadbury Alexandria plant formed an independent trade union. Management refused to recognize their union and eventually arbitrarily fired the five founding union leaders. In Tunisia – the country which launched the fight for democracy and human rights – two union leaders were also terminated from the plant where Mondelēz products are manufactured.

At the meeting, other shareholders including Oxfam America, Domini Social Investments, and As You Sow raised concerns about sustainable business practices, including gender equality, in Mondelēz's supply chain and protecting the environment. Outside the meeting, union members holding banners and passing out leaflets brought attention to the human rights concerns being raised inside the meeting.

It remains to be seen whether Mondelēz will respond to the IUF's request for a meeting to discuss the situation. You can keep up with the IUF's Screamdelez campaign by visiting www.screamdelez.org.

**Mondelez workers
scream for justice!**



www.screamdelez.org

2013 REGIONAL COUNCIL MEETINGS **Focus**

This spring's 2013 BCTGM regional council meetings shared a common theme – organizing must be a top priority throughout the BCTGM. At each of the meetings, International Union Executive officers and staff urged the delegates and local unions to be a part of a resurgent BCTGM by devoting the time, energy and resources to organizing new workers, including non-members in BCTGM shops in right-to-work-for-less states.

Delegates representing 14 local unions convened in Reno, Nevada April 15-18 for this year's Western Conference. The meeting was chaired by Doyle Townson, a BCTGM General Executive Board member and Financial Secretary of Local 31 (Long Beach, Calif.).

The Fourth Region Council was held in San Antonio, May 7-10, and was attended by delegates representing 11 local

unions. International Vice President James Rivers chaired the meeting.

Atlantic City, N.J. was the site of the East Central Council meeting, May 14-17 with delegates representing 16 local unions. BCTGM General Executive Board member and Local 53 President Joyce Alston chaired the meeting.

Organizing is Vital

At each of the council meetings, participants thoroughly discussed the critical issues facing the BCTGM, including the demise of Hostess Brands. The dissolution of Hostess had a greater impact on the U.S. wholesale bread and cake industry and the BCTGM than any other event in decades.

Through general discussion, committee meetings and reports, International officers, staff and delegates shared information, experiences and ideas for building a

stronger union. Most importantly, council members resolved to bring new members into the BCTGM.

BCTGM International President David Durkee reported to the councils that the International is on solid financial footing despite the severe impact of the Hostess shutdown, the nearly 21-month lockout at American Crystal Sugar, and continued outsourcing by many of employers.

“Over the past several years, the leadership of the International Union prepared and planned for the difficult times we knew were coming. The BCTGM is in a strong position to build a better future for our members. But this will only be possible if we are able to increase BCTGM density within our industries. This requires every local to make a genuine commitment to organizing,” explained Durkee.



on Building a Stronger Union through **ORGANIZING**



2013 Fourth Region Council

New Initiatives, Programs

Durkee also described the International's new initiatives to improve membership education programs, expand the use of social media, and identify and train younger members.

Meeting many of the councils' delegates for the first time, International Secretary-Treasurer Steve Bertelli shared his personal background and extensive BCTGM experience as a local union officer, International Representative and International Vice President. Bertelli also provided delegates at each of the meetings with a comprehensive report on the recently-concluded lockout at American Crystal Sugar.

Newly-appointed International Director of Organization John Price discussed a number of organizing campaigns in which the International and local unions are currently engaged and reviewed recent National

Labor Relations Board and court decisions that impact organizing. Price encouraged local officers to reach out and work with him to develop effective strategies for successful local union organizing campaigns.

B&C Funds Administrative Services Manager Steve Brock and Pension Fund Manager John Beck provided delegates to each of the councils with a detailed review and explanation of the successful Rehabilitation Plan for the B&C Fund, which ensures the Fund's

stability for many years to come.

In reflecting on the spring council meetings, Durkee notes, "The high level of enthusiasm and solidarity I found at each of the meetings is very encouraging. Council officers and delegates responded positively to the organizing challenge. These meetings made it very clear that we have emerged from some of the toughest times in this organization's proud history as a stronger, more resilient union with a bright future."



Intl. Pres. David B. Durkee (left) swears in new officers at the East Central Council meeting.

Local 22 Bakery Highlights

SKILLS of UNION MEMBERS

The detailed work of skilled bakers was on full display during Congresswoman Betty McCollum's (D-Minn.) tour of the Bimbo Bakeries U.S.A. Sara Lee plant in Roseville, Minn.

The special visit was arranged by BCTGM Local 22 (Twin Cities, Minn.) President Ron Mohrland. According to Local 22 Vice President Bruce Peglow, the Congresswoman's tour was an incredible success.

"At the close of the tour, we had a brief discussion of the value of a good relationship between the employer and the union and how important unions are to maintain a decent standard of living for working class people in this country," notes Peglow, who provided photos of the Congresswoman's visit.

"All of our members at the bakery have decent pay, they have good health care, and they have a pension, all which allows for a chance at the American dream. Congresswoman McCollum went further by pointing out how important these ideals are," Peglow adds.

Local 22 President Ron Mohrland, who has been a union member for more than 30 years, spent

time explaining to the Congresswoman what it is like to work in a commercial bakery – from the skills necessary in mixing the various dough, to the importance of timing and accuracy in scaling.

"Congresswoman McCollum was most astute and knowledgeable. I was impressed with the questions she asked," concludes Peglow.



L. 22 officers discuss the benefits of union membership outside the Bimbo Sara Lee bakery with U.S. Representative Betty McCollum (D-Minn.). Pictured (from left to right): L. 22 Fin. Sec.-Treas. Jerry Ockenfels, Pres. Ron Mohrland and Vice Pres. Bruce Peglow.

Oregon Congresswoman Tours BCTGM Bakery

U.S. Representative Suzanne Bonamici (D-Ore.) was impressed by the skills and hard work of BCTGM Local 114 (Portland, Ore.) members who make Oroweat Bread at the Bimbo Bakeries U.S.A. plant in Beaverton, Ore.

Bonamici, who represents the First Congressional District of Oregon in the Northwest portion of the state, toured the plant and stopped to talk with the Local 114 members. According to Local 114 Business Agent Shad Clark, who arranged the visit, the Congresswoman learned about production at the bakery, the many benefits the workers have because of their union membership, and watched the full process of bread baking.



▲ U.S. Rep. Bonamici (D-Ore.) recently visited the BCTGM L. 114-represented Bimbo Bakeries Oroweat Bread plant in Beaverton, Ore. Pictured here with Congresswoman Bonamici (left) is L. 114 Bus. Agt. Shad Clark (right).



KEEBLER MEMBERS Ratify New Master Agreement

It's no secret that the BCTGM negotiates some of the finest contracts in the food industry. This proved true yet again after BCTGM members employed at Keebler Company agreed to a new Master Agreement in early May.

The four-year contract covers members employed at Keebler facilities in Grand Rapids, Mich., Cincinnati, Ohio, and Columbus, Ga. Keebler is a subsidiary The Kellogg Company. The BCTGM represents approximately 4,500 members at Kellogg Company in both the biscuit and ready-to-eat-cereal sectors.

Highlights of the new contract include a wage increase of \$2.15 over the course of the contract, increases in accident and sickness benefits, improved dental coverage, a pension increase, and maintenance of all health benefits.

BCTGM members employed at Keebler make some of the best known and loved cookie and cracker brands in the United States, including Chips Deluxe, Pecan Sandies, Townhouse, Zesta, Rainbow Chips Deluxe, Club, Cheez-It, Graham and Eggo.

The negotiations were led by BCTGM International Representative Jim Condran, in consultation with International Vice President Bob Oakley. Local union representatives on the negotiating team included Local 42 (Atlanta) Business Agent Johnny Jackson, Business Agent Zack Townsend, members Tyrone Walker and Jon Cockrell; Local 70 (Grand Rapids, Mich.) Financial Secretary/Business Agent Orin Holder, President Mark Heintzelman, and member Rani Vitali; Local 253 (Cincinnati): President Doug Walters, Financial

Secretary/Business Agent Shawn Turner, and Recording Secretary Michael Shoemaker.

According to Condran, the negotiating committee was well prepared to defend their member's priorities during the week-long negotiating session. "Our committee knew exactly what the membership deemed most important and based on our extensive research we knew what the company could afford," said Condran.

"In the end, this agreement is a win-win situation for both our members and the company. Our members remain well compensated for their hard work, and Kellogg's retains its qualified and productive workforce that has made it one of the top food companies in the country," concludes Condran.



REPUBLICAN FILIBUSTER

Next Battle for NLRB Nominees?

On May 22, the Senate Health, Education, Labor and Pensions Committee voted to approve President Obama's five nominees for the National Labor Relations Board (NLRB). There was strong Republican opposition to the Democratic nominees which likely means a fierce fight in the full Senate to get all five of the nominees confirmed. The battle now moves to the full Senate.

The NLRB has been under "relentless political attack [and] many elected officials are actively trying to shut the NLRB down," said Sen. Tom Harkin (D-Iowa) on May 16 as the Senate Health, Education, Labor and Pension Committee (HELP) opened confirmation hearings on a package of nominees to the board.

The five nominees—three Democrats and two Republicans—must be confirmed by the full Senate and overcome an expected Republican filibuster before August when the term of one of the current NLRB members ends and the board will be without a quorum and unable to function.

That, says AFL-CIO President Richard Trumka, is exactly what the board's opponents are after. In a recent op-ed piece in *The Hill*, Trumka writes, "Extremist congressional Republicans and corporate

lobbyists...want to weaken its power to protect workers who choose to organize and form unions on the job...South Carolina Republican Sen. Lindsey Graham, a key leader of the charge, said, 'I will continue to block all nominations to the NLRB. ... The NLRB as inoperable could be considered progress.' "

Harkin noted the NLRB's importance saying, "The Board is the only place workers can go if they have been treated unfairly and denied the basic protections that the law provides...The Board is just as essential for our nation's employers...Because this agency is absolutely critical to our country, to our economy, and to our middle class, it is deeply disappointing to see what has happened to the Board in recent years."

"Political game playing is impacting the everyday lives of people across America...there are real consequences for real people," said Harkin.

He pointed to Illinois pressman Marcus Hedger who was illegally fired in 2010 and who the NLRB ordered reinstated with back pay, but is caught in the legal limbo generated by a recent court decision in favor of employers and anti-worker groups challenging the authority of the NLRB.

Put the NLRB Back to Work

Michigan AFL-CIO President Karla Swift

Justice delayed is justice denied. In order to rebuild an economy that benefits all working people – union and non-union – the laws protecting workers' rights must be enforced. That's the role of the National Labor Relations Board (NLRB) – and it needs to work.

More than a year after bakers at six West Michigan Panera Bread locations voted to unionize, the company refuses to negotiate. Those active in their union feel they are being targeted for retaliation. Workers like Kyle Schilling, who was fired by the company for union activity, have no recourse. This local situation mirrors thousands of cases around the country, in which an inactive

NLRB is holding the lives of working people in limbo.

Talking about forming or joining a union in order to bargain for a better life isn't illegal, and your boss shouldn't be able to fire or retaliate against you for it. But without a functioning NLRB, such intimidation by employers goes unchecked and innocent people have their financial lives ruined.



FACTS about the NLRB Confirmation Process

- **President Obama has nominated a package of five individuals** to serve on the National Labor Relations Board (NLRB). It is essential that the Senate act promptly to confirm these individuals in order to keep this important agency operational to protect workers' rights.
- **The package of five nominees includes three current members of the Board**—Chairman Mark Pearce and Members Sharon Block and Richard Griffin—**and two nominees who have not served previously** on the Board and who have been drawn from the ranks of attorneys who represent management in disputes with employees: Philip Miscimarra and Harry Johnson. They clearly have views on labor relations matters that we do not agree with. But working people need and deserve a functioning NLRB, and confirmation of a full package of nominees will provide that stability.
- **It is urgent that the nominations be considered and approved quickly.** At present, two of the five seats on the Board are vacant and the term of one of the three current Board members, Chairman Pearce, will expire in August. Without action by the Senate, the Board will soon be left without the quorum of at least three members that is required in order for the Board to function.
- **The DC Circuit's decision in the Noel Canning case on President Obama's recess appointments to the NLRB makes confirmation of the package even more urgent.** The decision has seriously undermined enforcement of the law, creating chaos and uncertainty for workers who have turned to the Board for protection of their rights. Employers are using the Noel Canning decision to challenge the Board's decisions, and the DC Circuit is putting these cases on hold, leaving workers without remedies when they are illegally fired for union activity or when their employer refuses to bargain with their representative.
- **There is nothing unprecedented about the Senate being asked to confirm a package of five nominees.** Since the mid 1980's, the Senate has confirmed packages to the NLRB. Indeed, in the last 25 years, all but two of the 18 different nominees confirmed to seats on the Board have been confirmed as part of such a package, and many of them had been serving as recess appointees when they were confirmed.
- **Working people need and deserve a confirmed NLRB now.** The Senate must act promptly to confirm the nominations. This will remove any doubt about the Board's authority to act and restore stability to our system of labor-management relations.

GIVE US 5 NLRB MEMBERS

What's at stake in the fight to confirm all 5 NLRB appointees? "Without federal labor law, nothing prevents employers from engaging in the most ruthless purges of unions seen in this country since before the New Deal. And all that Senate Republicans need to do to maintain this status quo is to keep filibustering President Obama's nominees."

Like the new [Give Us Five Facebook page](#) to support a fully-functioning NLRB.

YOUNG WORKERS

WHAT'S ON OUR POLICY AGENDA?

Workers under the age of 34 face higher unemployment rates than older workers and make up nearly half of the currently unemployed. As student debt continues to build up – exceeding even credit card debt – and wages stagnate or fall for workers with or without a college degree, young workers are accruing less wealth than their parents, perhaps the first time in U.S. history when a generation has failed to do better than its parents.

On May 8, the AFL-CIO Next Up program, in partnership with Campus Progress, Generational Alliance, the Young Invincibles, the Roosevelt Institute Campus Network and Jobs with Justice, hosted the National Youth Economic Policy Forum. This event was the first of its kind: Young workers and youth activists gathered at AFL-CIO headquarters in Washington, D.C., to discuss the state of the economy and begin the process of building an economic policy platform for the millennial generation.

Matthew Clark of the BCTGM International Research & Education Department was among the participants to help tackle the question: What is the economic policy of young workers?

Participants engaged in in-depth conversations on education access and student debt, economic inequality, job creation and youth unemployment, the federal budget and building a modern

workplace. They were joined by Rep. Keith Ellison (DFL-Minn.); state Rep. Kevin Killer (D-S.D.); Portia Wu, White House Domestic Policy council member and special assistant to the president for Labor and Workforce Policy; and AFL-CIO Executive Secretary-Treasurer Elizabeth Shuler for a panel discussion and Q&A on building a sustainable economy.

The day concluded with a rundown of each group's discussion. The common theme was a need to support young workers and the unemployed by coming to terms with the fact that the younger generation is unique, not only in the economic situation they face, but in how they think of their role both in the workforce and the policy process.

There are a number of ways that millennials differ from their generational counterparts, and the AFL-CIO's new youth policy platform hopes to address them all and find ways to support and enhance the rights of young workers.

"The event went better than I could have imagined," said Sarah Lewis, AFL-CIO researcher and the powerhouse behind the forum. "Yesterday was the first time that labor had deliberately partnered with youth organizations to discuss the issues of our day. Though some may argue that unions aren't relevant to young people anymore, we know that's not true. Work connects us all. This will hopefully be the first of many events for the AFL-CIO and our youth community organization partners."



Participants to the AFL-CIO's National Youth Economic Policy Forum (Photo by Joseph Kekeris)

BCTGM Participates in GEORGETOWN UNIVERSITY Project

On April 9, 2013, BCTGM International President David B. Durkee participated in special labor briefing of the Bargaining for the Future Project at Georgetown University in Washington, D.C.

The event, hosted by Georgetown University President John J. DeGioia, brought together national labor leaders to discuss how organizations might work together to meet the challenges that the 21st century economy poses for working people.

The special project of the Georgetown-based Kalmanovitz Institute for Labor and the Working Poor, includes a series of a meetings among labor activists, academics, workers rights advocates, and other allies, about the future of worker organizations, bargaining and representation.

“Organized labor is in a deepening crisis, with the momentum of adverse forces gathering speed as indicated by a string of recent events such as the Michigan right-to-work vote. Union membership density figures for 2012 were the lowest in a century,” reports the Kalmanovitz Initiative in a position paper that outlines the nature of labor’s issues.

The initial meeting was the first in a series of events that will feature working groups that will focus on three primary areas: the need to respond to the fragmentation of worker bargaining power in the economy; the need to develop new forms of collective action as a means of building worker power; and the need to develop new, democratically accountable



vehicles for worker representation.

On May 9, BCTGM International Research Specialist Matthew J. Clark attended the first meeting of the working group. The purpose of the meeting was discussion of a position paper, “Bargaining for the Future: Rethinking Labor’s Recent Past and Planning Strategically for Its Future.” According to Clark, the discussion focused on new ways labor unions can organize, innovative strategies that can be used to secure collective bargaining agreements and new forms of representation that labor can utilize. Participants also took part in small discussion groups where many of these ideas were debated and discussed in greater detail.

The BCTGM will participate in working groups on Bargaining for the Future Project scheduled at Georgetown University through the fall.

REPEAL Sequestration

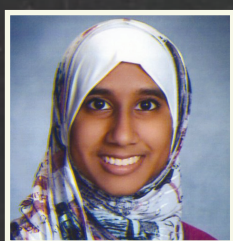
In the last few months, AFGE, the largest federal employee union in the U.S., has led mass protests across the country to stop sequestration. In Salt Lake City, Utah, BCTGM Local 401 members joined other union members for AFGE’s Rally to Repeal Sequestration outside the Bennett Federal Building. “We rallied in support of our AFGE brothers and sisters who face cuts as a result of sequestration,” notes L. 401 Secretary-Treasurer/Business Agent Robert Rogers who is pictured here (center) with a AFGE member (left) and L. 401 member Rick Durrant (right), the chief shop steward at the Dannon West Jordan, Utah plant.



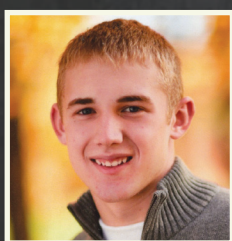
2013 BCTGM SCHOLARSHIP WINNERS

The BCTGM International proudly announces the winners of the **2013 BCTGM International Scholarship Program**. Ten \$1,000 one-time awards were presented to the below students. The winners were chosen from a total of 113 applicants from the U.S. and Canada.

The BCTGM International Scholarship Program is an example of the union's commitment to higher education at a time when college costs continue to soar out of reach for many working families. Since 1962, the International has helped fulfill the educational dreams of students representing BCTGM families throughout North America.



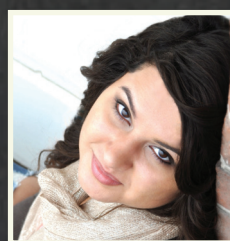
Hajira Ahmed, daughter of Syed K.A. Ahmed, member of BCTGM Local 347G (Danville, Ill.), employed at Quaker Oats. Hajira will attend the University of Illinois at Urbana-Champaign.



Austin Dean, son of James Dean, member of BCTGM Local 103G (Decatur, Ill.), employed at Archer Daniels Midland. Austin will attend the University of Mississippi.



Pier-Anne Giroux, daughter of Céline Ferland, member and employee of BCTGM Local 480 (Ste-Marie, QC) office headquarters. Pier-Anne will attend Laval University.



JoAnna Hernandez, daughter of Reyes Hernandez, Jr., member of BCTGM Local 290G (Nyssa, Ore.), employed at Amalgamated Sugar Company. JoAnna will attend Willamette University.



Irene Lam, daughter of Wayne Lam, member of BCTGM Local 125 (San Leandro, Calif.), employed at Svenhard's Bakery. Irene will attend Occidental College.

Not Pictured: **Lexie Rindler**, daughter of BCTGM Local 19 (Cleveland) member Gregory Rindler, employed at Dannon Company.



Jackson Maddox, son of John Maddox, member of BCTGM Local 48G (Keokuk, Iowa), employed at Roquette America. John will attend Iowa State University.



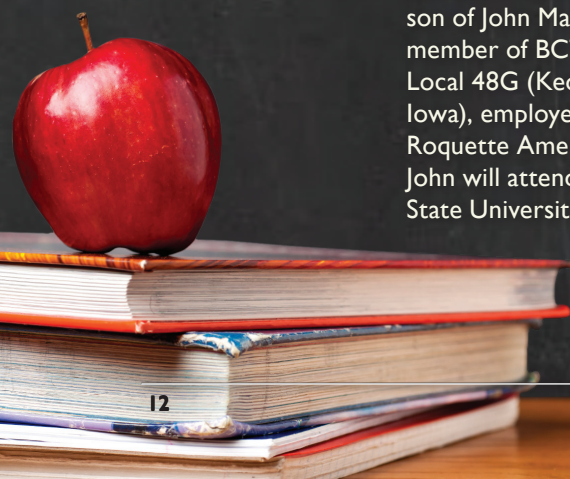
Toni Nelson, member and employee of BCTGM Local 372G (Hillsboro, N.D.), employed at American Crystal Sugar. Toni will attend Minnesota State Community Technical College.



Clancy Russell, daughter of James Russell, member of Local 203T (Richmond, Va.) employed at Philip Morris. Clancy will attend the University of North Carolina at Chapel Hill.



Steely Russell (twin sister to Clancy, left), daughter of James Russell, member of Local 203T (Richmond, Va.) employed at Philip Morris. Steely will attend the University of North Carolina at Chapel Hill.



Immigration REFORM

BCTGM Local 6 (Philadelphia) members rally for immigration reform in Reading, Pa. outside

Congressman Jim Gerlach's (R- Pa., 6th District) office. Pictured here (clockwise, from left) is Chief Steward Matt McDonough (Savor Street Foods/The Bachman Company), L. 6 Bus. Rep. Kevin Looney, Steward Shirley Seider (Savor Street) and L.6 Pres. Barry Fields.



Local 36G Secures First Contract at ISLAND OASIS

When Rich Foods announced it was closing its flagship plant in upstate New York in 2010, BCTGM Local 36G (Buffalo, N.Y.) members thought they had lost their jobs for good. While Buffalo-based Rich Products maintained its R&D and headquarters in Buffalo, the company initially claimed that it would be more efficient to move production from the aging plant to Rich Foods locations in other areas of the country.

However, soon after the facility was shuttered, Rich Products announced that a new company, Island Oasis Manufacturing, would be leasing the 170,000-square-foot plant. Workers were called back to the plant and coincidentally, continued to produce the same products formerly made by Rich.

Local 36G union leaders sprang into action. First the union filed charges with the National Labor Relations Board (NLRB) claiming that Island Oasis was a "successor" employer and that it should have to abide by the collective bargaining agreement Local 36G had with Rich Products.

While the charges wound their way through the legal system, local union leadership, including Local 36G Business Representative Thomas Bingler, Local 36G President Scott Baer and Local 36G Financial Secretary-Treasurer Phillip Julias, with assistance from the International Union, made sure to keep the workers at Island Oasis organized. Many of the workers who had returned to work for Island Oasis had spent

decades at the plant with Rich's.

On October 6, 2011, an NLRB Administrative Law Judge ruled that Island Oasis was indeed a successor employer and must bargain with Local 36G. The company decided not to appeal the decision and willingly began negotiations.

Building a first union contract with a company that had no experience with collective bargaining took significant time. Bingler notes that the Island Oasis agreement was "built from scratch, word for word, article by article."

Bingler proudly reports that negotiations for the first contract concluded in April and members ratified the new four-year agreement. The new contract covers all production and maintenance workers as well as truck drivers employed by the wholesale frozen beverage company.

The negotiating committee included Bingler and Local 36G members Jake Bearfield and Jim Cook. At the contract ratification meeting, Bearfield was elected Executive Steward (Chief Steward that has a seat on the Executive Board) and Cook was elected first Shop Steward.



The Local 36G Oasis Manufacturing workers and negotiating committee following the ratification of their first collective bargaining agreement with the company.

RETAILERS KEY to Bangladesh Worker SAFETY

A coalition of faith organizations, investors and labor groups—including the AFL-CIO—is urging major U.S. retailers, including Walmart, Gap and others, to sign on to a binding workplace and fire safety plan to prevent tragedies such

as the recent building collapse in Bangladesh that killed more than 1,100 garment workers and two 2012 fires that claimed the lives of more than 400 Bangladeshi clothing workers.

The Interfaith Center on Corporate Responsibility (ICCR) wrote that those disasters are, “A grave indictment of the human rights record of Bangladesh and an illustration of the failure of the global companies that manufacture and source their products there to ensure humane working conditions.”

At press time, more than 40 companies, mostly European clothing retailers, have signed the Accord on Building and Fire Safety, developed by the International Labor Organization (ILO), international and Bangladeshi unions, retailers and other groups. But major U.S. retailers that import the goods made by very low-wage workers in Bangladesh have not claimed concerns over liability or that they prefer non-binding approaches to worker safety.

Recently, Walmart and Gap refused to sign the Bangladesh safety pact, announcing they would develop their own nonbinding safety code.

“Acting alone, companies can and do bring about meaningful

and positive changes in human rights in the countries where they source and manufacture, and we encourage companies to be part of the solution to ensure better working conditions in Bangladesh,” writes the ICCR. “But when faced with intransigence of the type we have historically seen in Bangladesh on worker safety issues, we are convinced that systemic change will only occur when companies take action together. They must use the full force of their commercial power to press for reforms.”

In a second letter to large U.S. retailers, 15 investor groups, also including the AFL-CIO and union, state, municipal and other pension funds—with more than \$1.35 trillion in assets—urge large U.S. retailers to sign the accord.

“As shareholders, we specifically must rely on the companies in which we invest to monitor and mitigate the risks in their supply chains. We urge companies with significant

purchasing power in Bangladesh—companies such as Wal-Mart and Gap—to act swiftly and effectively.”

Many of the companies that import products from Bangladesh claim they are unaware of the safety and working conditions and sometimes even unaware of where their goods are made. They say they count on their suppliers to monitor safety and working conditions. But the investment groups counter:

“Proper risk oversight requires first that a company knows its supply chain. We expect companies in our portfolios to ensure the integrity of their supply chains. We are dismayed by public statements from any company that states it is unaware that a factory produces its products.

“It is not sufficient to place the onus for compliance on suppliers alone while pricing systems actively undercut requisite investment in infrastructure or encourage covert subcontracting.”

Importance of Unions

Opposition to unions is contributing to a business climate that allows tragedies like the recent deaths of 1,100 factory workers in Bangladesh to happen. In *The Washington Post*, Lance Compa argues that a stronger labor movement in the countries that build the products sold by multinational corporations like Walmart, Apple and many others would go a long way to improving worker safety and working conditions.

Compa describes the successful partnership of Fruit of the Loom and workers in Honduras, who worked together to create a better work environment and give workers the freedom to form unions. More than 5,000 workers are now organized at the company's factories in Honduras and productivity and profits have not been harmed by workers and their employer coming together to make both sides better off than they previously were.

ASSISTANCE for Union Members Impacted by the OKLAHOMA TORNADO

Union members living in areas impacted by the tornados that struck the Oklahoma City area and who participate in Union Plus programs may be eligible for financial assistance.

Union Plus Disaster Relief Grants of \$500 are available to help participants in the Union Plus Credit Card, Insurance or Mortgage programs who are facing financial hardship due to this devastating natural disaster. The money does not have to be repaid.

To qualify for a Union Plus Disaster Relief Grant, a union member must:

- Have been a victim of the severe weather in counties designated by FEMA as qualifying for individual assistance.
- Have experienced a significant loss of income or property within the last six months due to the disaster.
- Have had a Union Plus Credit Card, Union Plus Insurance policy or Union Plus Mortgage for at least 12 months with the account or policy in good standing (be up-to-date on payments).
- Describe his or her circumstances and document the income or property loss.

To apply for a disaster relief grant, union members who participate in any of the following programs can call:

- Union Plus Credit Card: 1-877-761-5028
- Union Plus Mortgage: 1-800-472-2005
- Union Plus Insurance: 1-800-472-2005

Union Plus Mortgage and Credit Card holders may also be eligible to receive payment extensions or other special help.

Not impacted by the storm but want to help?

You can donate to the **Red Cross** by texting **"REDCROSS"** to **90999** which will send a \$10 donation.*

You can also donate \$10 to the **Salvation Army**, who will be setting up mobile feeding units, by texting **"STORM"** to **80888**.

Lastly, the **United Way of Central Oklahoma** has activated its disaster relief fund. Information on the fund can be found at www.unitedwayokc.org. Donations may be made through their website or by mail to United Way of Central Oklahoma, P.O. Box 837, Oklahoma City, OK 73101, with notation for May Tornado Relief.

*Charges will appear on your wireless bill, or be deducted from your prepaid balance. All purchases must be authorized by account holder. Must be 18 years of age or have parental permission to participate. Message and Data Rates May Apply. Text STOP to 90999 to STOP. Text HELP to 90999 for HELP. Full terms and privacy policy: redcross.org/m



*The Union Plus Disaster Relief Fund has provided more than \$780,000 in assistance to union members facing hardships following Hurricanes Sandy and Katrina, floods, wild fires and other natural disasters.



Photo: American Red Cross

Printed in the U.S.A.

FUTURE OF UNIONS?

Please join in an important conversation about the future for America's working men and women and the future of the labor movement.



LET'S TALK

The 2013 AFL-CIO Convention will be held September 8-11 in Los Angeles.

Help shape the agenda by answering proposed questions online and joining the conversation. Submit your thought-provoking panel, best practice, training or creative proposal for an action session at the convention.

Visit the 2013 AFL-CIO Convention website **NOW** to add your voice! aflcio2013.org

We're **ALL**
in this
together.

#1uFuture

Add your voice.

aflcio2013.org